

Public Disclosure of Collective Bargaining Agreement

In Accordance with AB 1200 (Chapter 1213/1991), GC 3547.5

Name of District: Oakland Unified School District

Name of Bargaining Unit: SEIU

Certificated or Classified: Classified

The proposed agreement covers the period beginning: _____ and ending: _____
(date) (date)

The Governing Board will take action on: _____
(date)

Letter requested from Alameda County Office of Education? (indicate yes or no)

A. Proposed Changes in Compensation

Bargaining Unit Compensation Changes to General Fund as a result of Collective Bargaining Agreement		Annual Cost Prior to Proposed Agreement FY18-19	Fiscal Impact of Proposed Agreement (complete Year 2 and 3 for multiyear & overlapping agreements only)		
			Year 1 Increase/(Decrease) FY 18-19	Year 2 Increase/(Decrease) FY19-20	Year 3 Increase/(Decrease) FY 20-21
1.	Salary Schedule (Including Step & Column)	\$ 36,586,904	\$ 551,548	\$ 1,689,855	\$ 2,168,677
			1.51%	4.62%	5.93%
2.	Other Compensation Stipends, Bonuses, Longevity, Overtime Differential, Callback or Standby Pay, etc.		\$ -	\$ 1,097,607	\$ -
			0.00%	3.00%	0.00%
2a.	Description of Other Compensation (Listed on Line 2 above)		\$ -		
3.	Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.	\$ 11,620,001	\$ 175,172	\$ 581,834	\$ 808,873
			1.51%	5.01%	6.96%
4.	Health/Welfare Increases	\$ 9,812,033	\$ -	\$ -	\$ -
			0.00%	0.00%	0.00%
5.	Total Cost of Negotiated Settlement (Add Items 1 through 4 to equal 5)	\$ 58,018,938	\$ 726,719	\$ 3,369,296	\$ 2,977,551
			1.25%	5.81%	5.13%
6.	Total number of represented Employees (Use FTEs)	731.15	731.15	731.15	731.15
7.	Total Compensation <u>Average</u> Cost per Employee	\$ 79,353	\$ 994	\$ 4,608	\$ 4,072
			1.25%	5.81%	5.13%

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Name of District: **Oakland Unified School District**

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The Governing Board will take action on: **1/0/1900**

D. Impact of Proposed Agreement on Current Year Operating Budget - UNRESTRICTED GENERAL FUND

	Column 1	Column 2	Column 3	Column 4
Impact of the Proposed Agreement on the Current Year Operating Budget (EC 42142)	Latest Board-Approved Budget Before Settlement As of: 5/22/2019	Adjustments as a result of Settlement	Other Revisions due to Settlement and/or Other Unit Agreements	Total New Budget (Col 1+2+3)
Revenues				
LCFF Sources (8010-8099)	\$ 374,363,307	\$ -	\$ -	\$ 374,363,307
Federal Revenue (8100-8299)	\$ -	\$ -	\$ -	\$ -
Other State Revenue (8300-8599)	\$ 14,728,272	\$ -	\$ -	\$ 14,728,272
Other Local Revenue (8600-8799)	\$ 13,801,035	\$ -	\$ -	\$ 13,801,035
Total Revenues	\$ 402,892,614	\$ -	\$ -	\$ 402,892,614
Expenditures				
Certificated Salaries (1000-1999)	\$ 127,030,175	\$ -	\$ -	\$ 127,030,175
Classified Salaries (2000-2999)	\$ 57,472,585	\$ 364,021	\$ -	\$ 57,836,606
Employee Benefits (3000-3999)	\$ 84,781,509	\$ 115,613	\$ -	\$ 84,897,122
Books and Supplies (4000-4999)	\$ 7,665,200	\$ -	\$ -	\$ 7,665,200
Services & Operating Expenses (5000-5999)	\$ 36,448,118	\$ -	\$ -	\$ 36,448,118
Capital Outlay (6000-6599)	\$ 411,051	\$ -	\$ -	\$ 411,051
Other Outgo (7100-7299 & 7400-7499)	\$ 6,649,566	\$ -	\$ -	\$ 6,649,566
Direct Support/Indirect Cost (7300-7399)	\$ (4,006,392)	\$ -	\$ -	\$ (4,006,392)
Total Expenditures	\$ 316,451,812	\$ 479,635	\$ -	\$ 316,931,447
Operating Surplus (Deficit)	\$ 86,440,802	\$ (479,635)	\$ -	\$ 85,961,167
Other Sources and Transfers In (8910-8979)	\$ 564,067	\$ -	\$ -	\$ 564,067
Other Uses and Transfers Out (7610-7699)	\$ 1,790,000	\$ -	\$ -	\$ 1,790,000
Contributions (8980-8999)	\$ (80,104,691)	\$ -	\$ -	\$ (80,104,691)
Current Year Increase (Decrease) In Fund Balance	\$ 5,110,178	\$ (479,635)	\$ -	\$ 4,630,543
Beginning Balance	\$ 11,370,175			\$ 11,370,175
Pr. Year Audit Adj./Restatements (9793-9795)				
Current Year Ending Balance	\$ 16,480,353	\$ (479,635)	\$ -	\$ 16,000,718
Components of Ending Balance				
Reserved and Legally Restricted (9711-9740)				\$ -
Reserved for Economic Uncertainties (9789)	\$ 12,099,214	\$ 14,534	\$ -	\$ 12,113,748
Designated Amounts (9775-9780)	\$ 150,000	\$ -	\$ -	\$ 150,000
Unappropriated Amounts (9790)	\$ 4,231,139			\$ 3,736,970

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Name of District: **Oakland Unified School District**

Name of Bargaining Unit: **SEIU**

The Governing Board will take action on: **1/0/1900**

D. Impact of Proposed Agreement on Current Year Operating Budget - RESTRICTED GENERAL FUND

Impact of the Proposed Agreement on the Current Year Operating Budget (EC 42142)	Column 1 Latest Board- Approved Budget Before Settlement As of:5/22/2019	Column 2 Cost of of Settlement	Column 3 Other Revisions due to Settlement	Column 4 Total New Budget (Col 1+2+3)
Revenues				
LCFF Sources (8010-8099)	\$ 3,230,596	\$ -	\$ -	\$ 3,230,596
Federal Revenue (8100-8299)	\$ 52,189,378	\$ -	\$ -	\$ 52,189,378
Other State Revenue (8300-8599)	\$ 57,079,474	\$ -	\$ -	\$ 57,079,474
Other Local Revenue (8600-8799)	\$ 66,750,977	\$ -	\$ -	\$ 66,750,977
Total Revenues	\$ 179,250,425	\$ -	\$ -	\$ 179,250,425
Expenditures				
Certificated Salaries (1000-1999)	\$ 70,122,111	\$ -	\$ -	\$ 70,122,111
Classified Salaries (2000-2999)	\$ 37,120,029	\$ 187,526	\$ -	\$ 37,307,555
Employee Benefits (3000-3999)	\$ 64,147,834	\$ 59,558	\$ -	\$ 64,207,392
Books and Supplies (4000-4999)	\$ 31,133,728	\$ -	\$ -	\$ 31,133,728
Services & Operating Expenses (5000-5999)	\$ 64,569,583	\$ -	\$ -	\$ 64,569,583
Capital Outlay (6000-6599)	\$ 7,675,644	\$ -	\$ -	\$ 7,675,644
Other Outgo (7100-7299 & 7400-7499)	\$ 9,289,109	\$ -	\$ -	\$ 9,289,109
Direct Support/Indirect Cost (7300-7399)	\$ 2,660,845	\$ -	\$ -	\$ 2,660,845
Total Expenditures	\$ 286,718,883	\$ 247,084	\$ -	\$ 286,965,967
Operating Surplus (Deficit)	\$ (107,468,458)	\$ (247,084)	\$ -	\$ (107,715,542)
Other Sources and Transfers In (8910-8979)	\$ -	\$ -	\$ -	\$ -
Other Uses and Transfers Out (7610-7699)	\$ -	\$ -	\$ -	\$ -
Contributions (8980-8999)	\$ 80,104,691	\$ -	\$ -	\$ 80,104,691
Current Year Increase (Decrease) In Fund Balance	\$ (27,363,767)	\$ (247,084)	\$ -	\$ (27,610,851)
Beginning Balance	\$ 38,612,892			\$ 38,612,892
Pr. Year Audit Adj./Restatements (9793-9795)				
Current Year Ending Balance	\$ 11,249,125	\$ (247,084)	\$ -	\$ 11,002,041
Components of Ending Balance				
Reserved and Legally Restricted (9711-9740)	\$ 11,249,125	\$ -	\$ -	\$ 11,249,125
Reserved for Economic Uncertainties (9789)				
Designated Amounts (9775-9780)	\$ -	\$ -	\$ -	\$ -
Unappropriated Amounts (9790)	\$ -			\$ (247,084)

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Name of District: Oakland Unified School District

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The Governing Board will take action on: 1/0/1900

D. Impact of Proposed Agreement on Current Year Operating Budget - COMBINED GENERAL FUND

Impact of the Proposed Agreement on the Current Year Operating Budget (EC 42142)	Column 1 Latest Board- Approved Budget Before Settlement As of 5/22/2019	Column 2 Cost of of Settlement	Column 3 Other Revisions due to Settlement	Column 4 Total New Budget (Col 1+2+3)
Revenues				
LCFF Sources (8010-8099)	\$ 377,593,903	\$ -	\$ -	\$ 377,593,903
Federal Revenue (8100-8299)	\$ 52,189,378	\$ -	\$ -	\$ 52,189,378
Other State Revenue (8300-8599)	\$ 71,807,746	\$ -	\$ -	\$ 71,807,746
Other Local Revenue (8600-8799)	\$ 80,552,012	\$ -	\$ -	\$ 80,552,012
Total Revenues	\$ 582,143,039	\$ -	\$ -	\$ 582,143,039
Expenditures				
Certificated Salaries (1000-1999)	\$ 197,152,286	\$ -	\$ -	\$ 197,152,286
Classified Salaries (2000-2999)	\$ 94,592,614	\$ 551,548	\$ -	\$ 95,144,162
Employee Benefits (3000-3999)	\$ 148,929,343	\$ 175,172	\$ -	\$ 149,104,515
Books and Supplies (4000-4999)	\$ 38,798,928	\$ -	\$ -	\$ 38,798,928
Services & Operating Expenses (5000-5999)	\$ 101,017,701	\$ -	\$ -	\$ 101,017,701
Capital Outlay (6000-6599)	\$ 8,086,695	\$ -	\$ -	\$ 8,086,695
Other Outgo (7100-7299 & 7400-7499)	\$ 15,938,675	\$ -	\$ -	\$ 15,938,675
Direct Support/Indirect Cost (7300-7399)	\$ (1,345,547)	\$ -	\$ -	\$ (1,345,547)
Total Expenditures	\$ 603,170,695	\$ 726,719	\$ -	\$ 603,897,414
Operating Surplus (Deficit)	\$ (21,027,656)	\$ (726,719)	\$ -	\$ (21,754,375)
Other Sources and Transfers In (8910-8979)	\$ 564,067	\$ -	\$ -	\$ 564,067
Other Uses and Transfers Out (7610-7699)	\$ 1,790,000	\$ -	\$ -	\$ 1,790,000
Contributions (8980-8999)	\$ -	\$ -	\$ -	\$ -
Current Year Increase (Decrease) In Fund Balance	\$ (22,253,589)	\$ (726,719)	\$ -	\$ (22,980,308)
Beginning Balance	\$ 49,983,067			\$ 49,983,067
Pr. Year Audit Adj./Restatements (9793-9795)	\$ -			\$ -
Current Year Ending Balance	\$ 27,729,478	\$ (726,719)	\$ -	\$ 27,002,759
Components of Ending Balance				
Reserved and Legally Restricted (9711-9740)	\$ 11,249,125	\$ -	\$ -	\$ 11,249,125
Reserved for Economic Uncertainties (9789)	\$ 12,099,214	\$ 14,534	\$ -	\$ 12,113,748
Designated Amounts (9775-9780)	\$ 150,000	\$ -	\$ -	\$ 150,000
Unappropriated Amounts - Unrestricted (9790)	\$ 4,231,139	\$ -	\$ -	\$ 4,231,139
Unappropriated Amounts - Restricted (9790)	\$ -	\$ -	\$ -	\$ -
Unrestricted Reserves Percentage	2.70%			2.70%

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Name of District:

Oakland Unified School District

Name of Bargaining Unit:

SEIU

The Governing Board will take action on:

1/0/1900

E. Revised MYP Including the Effects of Collective Bargaining

	Year 1	Year 2	Year 3
	FY18-19	FY19-20	FY20-21
Revenues			
LCFF Revenue Sources	377,593,903	387,866,256	394,376,764
Federal Revenue	52,189,378	46,513,933	46,513,932
Other State Revenue	71,807,746	60,795,094	61,126,932
Local Revenue	80,552,012	80,552,012	80,552,012
Other Financing Sources	564,067	564,067	564,067
Total Revenue	582,707,106	576,291,362	583,133,708
Expenditures			
Certificated Salaries	197,152,286	197,152,286	216,792,565
Step & Column Adjustment		2,957,284	3,251,888
Settlement-Related Costs (+/-)		16,682,995	8,876,252
Other Adjustments			
Total Certificated Salaries	197,152,286	216,792,565	228,920,705
Classified Salaries	95,144,162	95,144,162	89,932,644
Step & Column Adjustment		669,196	653,628
Settlement-Related Costs (+/-)		2,594,286	867,105
Other Adjustments		(8,475,000)	
Total Classified Salaries	95,144,162	89,932,644	91,453,377
Employee Benefits	149,104,515	153,432,130	162,316,723
Settlement-Related Costs (+/-)		772,018	1,673,943
Books & Supplies	38,798,928	25,667,155	24,667,155
Services, Other Operating Exp	101,017,701	97,235,019	95,035,019
Capital Outlay	8,086,695	4,886,695	4,886,695
Other Outgo (Excluding Transfers of Indirect Costs)	15,938,675	15,938,675	15,938,675
Other Outgo - Transfers of Indirect Costs	(1,345,547)	(1,345,547)	(1,345,547)
Other Financing Uses	1,790,000	1,790,000	1,790,000
Other Adjustments		(30,000,000)	(30,000,000)
Total Expenditures	605,687,414	575,101,354	595,336,746
Net Increase(Decrease) in Fund Balance	(22,980,308)	1,190,008	(12,203,038)
Beginning Fund Balance	49,983,067	27,002,759	28,192,767
Audit Adjustments/Restatements	0		
Ending Balance	27,002,759	28,192,767	15,989,729
Components of Ending Balance			
Revolving & Stores		150,000	150,000
Restricted Balance & Other Designations	11,399,125	9,516,104	3,717,135
Required Reserve	12,113,748	11,502,027	11,906,735
Unrestricted Balance (Incl Revolving)	3,489,886	7,024,636	215,859
ADA Assumption:	34194	34049	34049

Comments (Major changes):

Public Disclosure of Collective Bargaining Agreement

In Accordance with AB 1200 (Chapter 1213/1991), GC 3547.5

F. State Reserve Standard

1. Calculate State Required Minimum Reserve - Required Reserve for Economic Uncertainty (REU)

	Year 1	Year 2	Year 3
a. Total Expenditures including Transfers Out and Other Uses	605,687,414	575,101,354	595,336,746
b. Required Reserve Percentage (REU) for this District	2.00%	2.00%	2.00%
c. REU Amount:	\$ 12,113,748	\$ 11,502,027	\$ 11,906,735

2. Budgeted Unrestricted Reserve (After Impact of Proposed Agreement)

a. General Fund Unrestricted REU	\$ 12,113,748	\$ 11,502,027	\$ 11,906,735
b. General Fund Unrestricted Unassigned/Unappropriated	\$ 3,489,886	\$ 7,024,636	\$ 215,859
c. Special Reserve Fund 17- REU	\$ -	\$ -	\$ -
d. Special Reserve Fund 17- Unassigned/Unappropriated	\$ -	\$ -	\$ -
g. Total District Budgeted Unrestricted Reserves	\$ 15,603,634	\$ 18,526,663	\$ 12,122,594

3. Has the minimum state-required reserve been met? Yes Yes Yes

If NO, how do you plan to restore your reserves?

Public Disclosure of Collective Bargaining Agreement

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Name of District: Oakland Unified School District

Name of Bargaining Unit: SEIU

The Governing Board will take action on: 6/26/2019

B. Narrative Description of Agreement

8. **What was the negotiated percentage increase that was approved?** For example, if the increase in "Year 1" was for less than a full year, what is the annualized percentage of that increase for "Year 1"?

FY18-19 one-time 3% bonus on January 2019 Salary schedule. FY18-19 for January 2019 a 3% on-going increase, and for FY19-20 for January 2020 a 2% on-going increase.

9. **Were any additional steps, columns or ranges added to the schedules?**

(If yes, please explain.)

No. However an additional 5% longevity stipend is provided to employees with 40 years of service. Longevity for the OCDPA unit is increased to mirror longevity for OSEA.

10. **Please include additional comments and explanations as necessary.**

(If more room is necessary, please attach additional sheet.)

11. **Proposed negotiated changes in non-compensation items**

(e.g. class size adjustments, staff development days, teacher prep time, classified staffing ratios, etc.)

None

12. **What contingency language is included in the proposed agreement (e.g. reopeners, etc.)?**

Reopener on salary in FY 2020-21

13. **Identify other major provisions that do not directly affect the district's costs; such as binding arbitration, grievances procedures, etc.**

The following provisions were agreed upon: 1) District will review workload for remaining bargaining unit members in departments/school sites where layoffs have occurred. 2) District will meet and confer regarding summer school hiring. 3) District will provide annual longevity pay report. 4) District will comply with new post AFSCME v. Janus legislation.

Public Disclosure of Collective Bargaining Agreement

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The Governing Board will take action on: 6/26/2019

C. Source of Funding for Proposed Agreement

14. Source of Funding for Proposed Agreement

A. If this is a one-time or off-schedule settlement, how will the cost of the proposed agreement be funded and when is the payment expected to be funded?

One-time Off Schedule will be funded from 2018-19 Surplus at year-end closing payable on 2019-20

B. If this is not a one-time settlement, how will the ongoing cost of the proposed agreement be funded in the current and subsequent years (i.e., what will allow the district to afford this contract on an ongoing basis)?

On-going costs will be funded by 2019-20 Budget Cuts, Measure G1 Parcel Tax, General Fund Restricted and Unrestricted Revenue, Fund 11 and 12 Revenue

15. What are the Specific Impacts (Positive or Negative) on Instructional and Support Programs to Accommodate the Settlement? Include the impact of changes such as staff reductions or increases, program reductions or increases, elimination or expansion of other services or programs (e.g. counselors, librarians, custodial staff, etc.).

Staff reduction in central office will impact to the delivery of central support services to school sites.

16. Will this agreement create, increase, or decrease deficit spending in the current or subsequent year(s)? "Deficit spending" is when a fund's expenditures and other financing uses exceed its revenues and other financing sources in a given year. If yes, explain the amounts and justification for doing so.

There will be Deficit Spending in General Fund of \$6.0M in 2019/20 and \$17.4M in 2020/21. The deficit spending are from Restricted Funds of which positions will be eliminated when funding source will not be available.

17. Were "Other Adjustments" amount(s) entered in the multiyear projections (page 5) for 1st and 2nd subsequent fiscal years?

<u>MYP</u>	<u>Amount</u>	<u>"Other Adjustments" Explanation</u>
1st Subsequent Year	\$ (38,475,000)	Budget Cuts and a reduction in restricted sources for \$30M
2nd Subsequent Year	\$ (30,000,000)	

Additional Explanation (if necessary)

Oakland Unified School District School District
Public Disclosure of Collective Bargaining Agreement
In accordance with AB1200 (Chapter 1213/1991) and GC 3547.5.

CERTIFICATE OF AFFORDABILITY

Certification of the District's Ability to Afford the Costs of a Collective Bargaining Agreement

This disclosure document must be signed by the District Superintendent and Chief Business Official prior to public disclosure and included as part of the public disclosure documentation.

The District projects the total monetary cost of the settlement to be as follows:

For an ongoing cost, please show the ongoing cost in each year. For a one-time cost, only include the cost in the year impacted.

Cost over current budget / MYP	Year 1	Year 2	Year 3	Cumulative cost over 3 years
One-time	-	1,097,607	-	1,097,607
On-going	726,719	2,271,689	2,977,551	5,975,959
Total	726,719	3,369,296	2,977,551	7,073,566

Please check one of the following:

 X No budget revisions are necessary for the District to afford this settlement.

 Budget revisions are necessary for the District to afford this settlement. These revisions are itemized below. The District's budget assumptions are attached, which become an integral part of this document.

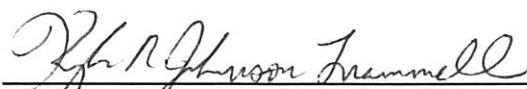
Note that if the District does not adopt all of the revisions in the current fiscal year, the County Superintendent is required to issue a qualified or negative certification on the next Interim Report per Government Code (GC) 3547.5(c).

Indicate any changes from the latest board approved budget:

Budget Adjustment Categories	Change to Fund Balance Increase (Decrease)		
	Year 1	Year 2	Year 3
Revenues/Other Financing Sources			
Expenditures/Other Financing Uses			
Increased salary costs	726,719	3,369,296	2,977,551
Ending Fund Balance Increase (Decrease)	(726,719)	(3,369,296)	(2,977,551)

Please review the above and sign below:

In accordance with the requirements of Government Code Section 3547.5, the Superintendent and Chief Business Official of the Oakland Unified School District School District hereby certify that the District can meet the costs incurred under the Collective Bargaining


 District Superintendent (Signature)

6/11/19
 Date

Kyla Johnson-Trammell
 District Superintendent (Type Name)


 Chief Business Official (Signature)

6/11/19
 Date

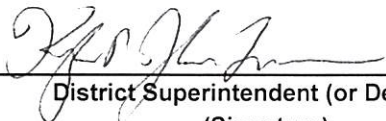
Preston Thomas
 Chief Business Official (Type Name)

Oakland Unified School District **School District**
Public Disclosure of Collective Bargaining Agreement
In accordance with AB1200 (Chapter 1213/1991) and GC 3547.5.

Certification of Board Action

*The disclosure document must be signed by the district Superintendent or designee at the time of public disclosure
and by the President or Clerk of the Governing Board at the time of formal board action on the proposed
agreement.*

The information provided in this document summarizes the financial implications of the proposed agreement and is submitted to the Governing Board for public disclosure of the major provisions of the agreement (as provided in the "Public Disclosure of Proposed Collective Bargaining Agreement") in accordance with the requirements of AB 1200 and Government Code 3547.5.



District Superintendent (or Designee)
(Signature)

6/14/19

Date

After public disclosure of the major provisions contained in this summary, the Governing Board,
at its meeting on 1/0/1900, took action to approve the proposed
Agreement with the SEIU Bargaining Unit.

President (or Clerk), Governing Board
(Signature)

Date

Special Note: The Alameda County Office of Education reserves the right to ask any additional questions or request any additional information we feel is necessary to review the district properly under AB 1200, including a copy of the Tentative Agreement.

Name of District: Oakland Unified School District

Name of Bargaining Unit: SEIU

Certificated or Classified: Classified

The proposed agreement covers the period beginning: _____ and ending: _____
(date) (date)

The Governing Board will take action on: _____
(date)

Letter requested from Alameda County Office of Education? (indicate yes or no)

A. Proposed Changes in Compensation

Bargaining Unit Compensation Changes to General Fund as a result of Collective Bargaining Agreement		Annual Cost Prior to Proposed Agreement FY18-19	Fiscal Impact of Proposed Agreement (complete Year 2 and 3 for multiyear & overlapping agreements only)		
			Year 1 Increase/(Decrease) FY 18-19	Year 2 Increase/(Decrease) FY19-20	Year 3 Increase/(Decrease) FY 20-21
1.	Salary Schedule (Including Step & Column)	\$ 108,099	\$ 1,630	\$ 4,993	\$ 6,408
			1.51%	4.62%	5.93%
2.	Other Compensation Stipends, Bonuses, Longevity, Overtime Differential, Callback or Standby Pay, etc.		\$ -	\$ 3,243	\$ -
			0.00%	199.01%	0.00%
2a.	Description of Other Compensation (Listed on Line 2 above)		\$ -		
3.	Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.	\$ 34,332	\$ 518	\$ 1,719	\$ 2,390
			1.51%	5.01%	6.96%
4.	Health/Welfare Increases	\$ 40,260	\$ -	\$ -	\$ -
			0.00%	0.00%	0.00%
5.	Total Cost of Negotiated Settlement (Add Items 1 through 4 to equal 5)	\$ 182,691	\$ 2,147	\$ 9,955	\$ 8,797
			1.18%	5.45%	4.82%
6.	Total number of represented Employees (Use FTEs)	3	3	3	3
7.	Total Compensation <u>Average</u> Cost per Employee	\$ 60,897	\$ 716	\$ 3,318	\$ 2,932
			1.18%	5.45%	4.81%

Name of District: Oakland Unified School District

Name of Bargaining Unit: SEIU

Certificated or Classified: Classified

The proposed agreement covers the period beginning: _____ and ending: _____
(date) (date)

The Governing Board will take action on: _____
(date)

Letter requested from Alameda County Office of Education? (indicate yes or no)

A. Proposed Changes in Compensation

Bargaining Unit Compensation Changes to General Fund as a result of Collective Bargaining Agreement		Annual Cost Prior to Proposed Agreement FY18-19	Fiscal Impact of Proposed Agreement (complete Year 2 and 3 for multiyear & overlapping agreements only)		
			Year 1 Increase/(Decrease) FY 18-19	Year 2 Increase/(Decrease) FY19-20	Year 3 Increase/(Decrease) FY 20-21
1.	Salary Schedule (Including Step & Column)	\$ 279,997	\$ 4,221	\$ 12,932	\$ 16,597
			1.51%	4.62%	5.93%
2.	Other Compensation Stipends, Bonuses, Longevity, Overtime Differential, Callback or Standby Pay, etc.		\$ -	\$ 8,400	\$ -
			0.00%	199.00%	0.00%
2a.	Description of Other Compensation (Listed on Line 2 above)		\$ -		
3.	Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.	\$ 88,927	\$ 1,341	\$ 4,453	\$ 6,190
			1.51%	5.01%	6.96%
4.	Health/Welfare Increases	\$ 103,334	\$ -	\$ -	\$ -
			0.00%	0.00%	0.00%
5.	Total Cost of Negotiated Settlement (Add Items 1 through 4 to equal 5)	\$ 472,259	\$ 5,562	\$ 25,785	\$ 22,787
			1.18%	5.46%	4.83%
6.	Total number of represented Employees (Use FTEs)	7.7	7.7	7.7	7.7
7.	Total Compensation <u>Average</u> Cost per Employee	\$ 61,332	\$ 722	\$ 3,349	\$ 2,959
			1.18%	5.46%	4.82%

Name of District: Oakland Unified School District

Name of Bargaining Unit: SEIU

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(date) (date)

The Governing Board will take action on: _____
(date)

Letter requested from Alameda County Office of Education? (indicate yes or no)

A. Proposed Changes in Compensation

Bargaining Unit Compensation Changes to General Fund as a result of Collective Bargaining Agreement		Annual Cost Prior to Proposed Agreement FY18-19	Fiscal Impact of Proposed Agreement (complete Year 2 and 3 for multiyear & overlapping agreements only)		
			Year 1 Increase/(Decrease) FY 18-19	Year 2 Increase/(Decrease) FY19-20	Year 3 Increase/(Decrease) FY 20-21
1.	Salary Schedule (Including Step & Column)	\$ 203,581	\$ 3,069	\$ 9,403	\$ 12,067
			1.51%	4.62%	5.93%
2.	Other Compensation Stipends, Bonuses, Longevity, Overtime Differential, Callback or Standby Pay, etc.		\$ -	\$ 6,107	\$ -
			0.00%	199.00%	0.00%
2a.	Description of Other Compensation (Listed on Line 2 above)		\$ -		
3.	Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.	\$ 64,657	\$ 975	\$ 3,238	\$ 4,501
			1.51%	5.01%	6.96%
4.	Health/Welfare Increases	\$ 67,100	\$ -	\$ -	\$ -
			0.00%	0.00%	0.00%
5.	Total Cost of Negotiated Settlement (Add Items 1 through 4 to equal 5)	\$ 335,339	\$ 4,044	\$ 18,748	\$ 16,568
			1.21%	5.59%	4.94%
6.	Total number of represented Employees (Use FTEs)	5	5	5	5
7.	Total Compensation <u>Average</u> Cost per Employee	\$ 67,068	\$ 809	\$ 3,750	\$ 3,314
			1.21%	5.59%	4.94%

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(date) (date)

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(date)

Letter requested from Alameda County Office of Education? (indicate yes or no)

A. Proposed Changes in Compensation

Bargaining Unit Compensation Changes to General Fund as a result of Collective Bargaining Agreement		Annual Cost Prior to Proposed Agreement FY18-19	Fiscal Impact of Proposed Agreement (complete Year 2 and 3 for multiyear & overlapping agreements only)		
			Year 1 Increase/(Decrease) FY 18-19	Year 2 Increase/(Decrease) FY19-20	Year 3 Increase/(Decrease) FY 20-21
1.	Salary Schedule (Including Step & Column)	\$ 279,264	\$ 4,210	\$ 12,898	\$ 16,553
			1.51%	4.62%	5.93%
2.	Other Compensation Stipends, Bonuses, Longevity, Overtime Differential, Callback or Standby Pay, etc.		\$ -	\$ 8,378	\$ -
			0.00%	199.00%	0.00%
2a.	Description of Other Compensation (Listed on Line 2 above)		\$ -		
3.	Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.	\$ 88,694	\$ 1,337	\$ 4,441	\$ 6,174
			1.51%	5.01%	6.96%
4.	Health/Welfare Increases	\$ 152,988	\$ -	\$ -	\$ -
			0.00%	0.00%	0.00%
5.	Total Cost of Negotiated Settlement (Add Items 1 through 4 to equal 5)	\$ 520,946	\$ 5,547	\$ 25,717	\$ 22,727
			1.06%	4.94%	4.36%
6.	Total number of represented Employees (Use FTEs)	11.4	11.4	11.4	11.4
7.	Total Compensation <u>Average</u> Cost per Employee	\$ 45,697	\$ 487	\$ 2,256	\$ 1,994
			1.07%	4.94%	4.36%

Name of District: Oakland Unified School District

Name of Bargaining Unit: SEIU

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(date) (date)

The Governing Board will take action on: _____
(date)

Letter requested from Alameda County Office of Education? (indicate yes or no)

A. Proposed Changes in Compensation

Bargaining Unit Compensation Changes to General Fund as a result of Collective Bargaining Agreement		Annual Cost Prior to Proposed Agreement FY18-19	Fiscal Impact of Proposed Agreement (complete Year 2 and 3 for multiyear & overlapping agreements only)		
			Year 1 Increase/(Decrease) FY 18-19	Year 2 Increase/(Decrease) FY19-20	Year 3 Increase/(Decrease) FY 20-21
1.	Salary Schedule (Including Step & Column)	\$ 96,033	\$ 1,448	\$ 4,436	\$ 5,692
			1.51%	4.62%	5.93%
2.	Other Compensation Stipends, Bonuses, Longevity, Overtime Differential, Callback or Standby Pay, etc.		\$ -	\$ 2,881	\$ -
			0.00%	199.01%	0.00%
2a.	Description of Other Compensation (Listed on Line 2 above)		\$ -		
3.	Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.	\$ 30,500	\$ 460	\$ 1,527	\$ 2,123
			1.51%	5.01%	6.96%
4.	Health/Welfare Increases	\$ 33,550	\$ -	\$ -	\$ -
			0.00%	0.00%	0.00%
5.	Total Cost of Negotiated Settlement (Add Items 1 through 4 to equal 5)	\$ 160,083	\$ 1,907	\$ 8,844	\$ 7,815
			1.19%	5.52%	4.88%
6.	Total number of represented Employees (Use FTEs)	2.5	2.5	2.5	2.5
7.	Total Compensation <u>Average</u> Cost per Employee	\$ 64,033	\$ 763	\$ 3,537	\$ 3,126
			1.19%	5.52%	4.88%